



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, 2ND SQUADRON 16TH CAVALRY**  
**199<sup>TH</sup> INFANTRY (LEADER DEVELOPMENT) BRIGADE**  
**BLDG 5144, 13TH ARMORED REGIMENT ROAD**  
**FORT BENNING, GA 31905**

ATZK-SBB

1 April 2016

**MEMORANDUM FOR RECORD**

**SUBJECT: Armor Basic Officer Leader Course (ABOLC) Individual Student Assessment Plan (ISAP)**

**1. References.**

a. Army Regulation 25-50 Preparing and Managing Correspondence, 17 May 2013

b. Army Regulation 40-501 Standards Of Medical Fitness, 14 December 2007, (\*RAR 003, 08/04/2011)

c. Army Regulation 600-9 The Army Body Composition Program, 28 June 2013

d. DA Pamphlet 611-21 Military Occupational Classification And Structure, 22 January 2007

e. TRADOC Regulation 350-10 Institutional Leader Training and Education, 12 August 2002

f. TRADOC Regulation 350-18 the Army School System, 21 July 2010

g. TRADOC Regulation 350-36 Basic Officer Leader Training Policies and Administration, 1 September 15

h. TRADOC Regulation 350-70 Army Learning Policy and Systems, 6 December 2011

i. TRADOC Pamphlet 350-70-5 Systems Approach to Training: Testing, 20 August 2004

j. ATP 6-22.1 The Counseling Process, 01 July 2014

k. FM 3-22.9 Rifle Marksmanship, M16-/M4-Series Weapons (INCL C1), 12 August 2008

l. FM 3-23.25, Combat Training with Pistols, 12 August 2008

ATZK-SBB

SUBJECT: Armor Basic Officer Leader Course (ABOLC) Individual Student Assessment Plan (ISAP)

m. FM 7-22 Army Physical Readiness Training (INCL C1), 26 October 2012

n. TC 3-20.31 Training And Qualification, Crew, 17 March 15

o. TC 3-20.31-1 Gunnery Skills Test, 10 November 15

p. AR CMTD Memorandum: Physical Demands for Armor Basic Officer Leader Course, Area of Concentration (AOC) 19A, (Undergoing Revision)

2. Purpose. This memorandum outlines the training methodology and assessment plan for the Armor Basic Officer Leaders Course (ABOLC).

3. Expectations. ABOLC students are expected to be disciplined, professional, physically fit, and mentally prepared for training. Professional Army Officers should be educated (possessing the ability to write and speak effectively), eager to learn and succeed (motivated and confident) and accountable for proficiency at BOLC-A (commissioning source) tasks.

4. Training. ABOLC follows a logical progression of training from investing the students with doctrinal knowledge (teaching), through the practical application of that knowledge to concrete situations (coaching), and, finally, to the application of knowledge and skills to tactical situations (mentoring). This training progression develops skills and abilities in a way that also supports the positive development of professional attributes.

5. Assessment Plan. ABOLC students are assessed according to objective and subjective criteria throughout the course. Students are professionally evaluated by subject matter experts (SMEs) on academic performance, peer evaluations, and performance during course-critical events during each phase of training.

a. Recycle Policy: There are 22 graded events during ABOLC. Of those 22 events, seven are considered course critical events that the students must achieve a passing grade on: Rifle Qualification; APFT (Record); Phase I BCT Specific OPORD; GST; Phase III OPORD; Phase III Mission Execution Evaluation and the High Physical Demands Test (HPDT). All other grades contribute to a student's OML Score. There is a maximum of 1080 points available in the course. Students MUST achieve 756 Points to graduate. However students can be recommended for recycle by Troop Commanders even if their academic score is above the graduation requirement for disciplinary reasons. All 22 events are either objectively or subjectively graded by cadre members.

b. Objective Evaluations. Objective evaluations reflect a student's ability to perform tasks expected of an Armor Officer. These evaluations have an associated grade-point value or standard that must be met. Failure to meet the standard on an objective evaluation is indicative of a failure to understand/apply fundamental knowledge required for success in the Armor Branch. Objective evaluations during ABOLC include:

- (1) Five Mile Run (performance-based, contained within the RPA) (Phase I)
- (2) Weapons Qualification: M9, M4 (performance-based) (Phase I)
- (3) Obstacle Course (performance-based) (Phase I)
- (4) Writing Requirement #1 (academic) (Phase I)
- (5) Fundamentals of the Offense Quiz (academic) (Phase I)
- (6) Fundamentals of the Defense Quiz (academic) (Phase I)
- (7) Fundamentals of Reconnaissance and Security Quiz (academic) (Phase I)
- (8) Doctrine Exam (academic) (Phase I)
- (9) GTAO (academic) (Phase I)
- (10) Gunnery Skills Tests (performance-based) (Phase II)
- (11) Tank Live Fire (performance-based) (Phase II)
- (12) Bradley Live Fire (performance-based) (Phase II)
- (13) Writing Requirement #2 (academic) (Phase II)
- (14) Writing Requirement #3 (academic) (Phase III)
- (15) The Army Physical Fitness Test (In-Processing Record), (Phase III Record) (performance-based)
- (16) High Physical Demands Test (performance-based) (All Phases)

c. Subjective Evaluations. Students are professionally evaluated throughout the duration of the course. Performance assessments are conducted by ABOLC cadre who are SMEs and experienced members of the profession. Students are assessed relative to their demonstrated ability to meet the professional performance outcomes of the course. It is incumbent for the student to demonstrate progress relative to the application of skills taught during each phase. Subjective evaluations during ABOLC include:

(1) OPORD Grades (Offense, Defense, Recon, and BCT Specific) (performance-based) (Phase I)

(2) Peer Evaluations (performance-based) (Phase I)

(3) Peer Evaluations (performance-based) (Phase II)

(4) OPORD Grades (performance-based) (Phase III)

(5) Mission Execution Grades (performance-based) (Phase III)

(6) Peer Evaluations (performance-based) (Phase III)

d. A student's performance will be characterized in accordance with (IAW) the "Five Categories of Performance Assessment".

(1) Unsatisfactory (1 point): Fails to demonstrate the competency. Unwilling or unable to take actions to develop or improve. Efforts often do not have any effect or may have negative impacts.

(2) Needs Improvement (2 points): Inconsistently demonstrates the competency. Requires guidance and mentorship to take actions to develop or improve. Efforts have minimal positive impact on unit or mission.

(3) Capable (3 points): Demonstrates the competency and frequently applies it. Actively learning to apply it at a higher level or in more situations. Actions have a positive impact on unit or mission but may be limited in scope of impact or duration.

(4) Proficient (4 points): Consistently demonstrates a high level of the competency. Proactive in applying it in challenging situations. Actions have a positive impact on unit and mission.

(5) Excels (5 points): Readily demonstrates a high level of the competency. Shows initiative and adaptability even in the most unusual and difficult situations. Actions have significant, enduring, and positive impacts on mission, the unit and beyond.

#### 6. Assessment Plan by Phase.

a. Phase I: (Foundation Phase). During Phase I, lieutenants must: Pass a record APFT; Communicate effectively and doctrinally – orally, written, graphically, and digitally; Plan and prepare offensive, defensive, and reconnaissance and security operations; conduct intelligence preparation of the battlefield; analyze and apply the effects of the mission and operational variables to a mission; plan, integrate, and control direct and indirect fires; demonstrate knowledge of combat vehicles, equipment, and weapons capabilities and their application in combat (friendly/threat). The student's ability will be continuously evaluated by the cadre IAW the subjective evaluation standards listed in paragraph 5c. In addition, the following evaluations will be conducted during Phase I:

(1) Five Mile Run (Graded). Students will be assessed on their ability to run five miles within a 40 minute time standard. The five mile run will be administered as part of a Ranger Physical Assessment consisting of push-ups and sit ups (17-21 year old standard), the five mile run, and ten chin-ups. Students who fail to meet the five mile run within the 40 minutes time standard will be at risk for follow on attendance to Ranger School.

(2) M4 Weapons Qualification (23/40 TO PASS) (course critical event). Each student must qualify with the M4 assault rifle IAW standards outlined in FM 3-22.9, CHG 1, 12 August 2008. This event is a graduation requirement and must be completed prior to the end of phase I.

(3) M9 Weapons Qualification (16/30 TO PASS). Each student must qualify with the M9 pistol IAW standards outlined in FM 3-23.25, Combat Training with Pistols, 12 August 2008.

(4) M67 Hand Grenade Qualification (Familiarization). Each student may qualify with the M67 Hand Grenade IAW standards outlined in TC 3-23.30, Grenades and Pyrotechnic Signals, 25 November 2013. Students must meet PDT requirements to throw a single M67 Grenade thirty meters.

**ATZK-SBB**

**SUBJECT: Armor Basic Officer Leader Course (ABOLC) Individual Student Assessment Plan (ISAP)**

(5) Obstacle Course (PASS/FAIL). ABOLC students conduct obstacle course training/negotiation once during the course. The course contains 24 obstacles such as inclining wall, high step over, weaver, horizontal bars, stop swing and jump, confidence climb, balancing log, low crawl wire, log jump, etc. Students must complete each obstacle within the three attempts allotted.

(6) Writing Requirement # 1 (PASS/FAIL). Each student will submit a 1-2 page paper. The topic for this paper will be, "How Will You Integrate and Establish Yourself as a Leader in Your Future Platoon?" The paper must be written in correct memorandum for record format IAW AR 25-50 and must be submitted on time to receive full credit.

(7) Operations Order Brief. Each student will complete four OPORDs during Phase I, one each Offense, Defense, Reconnaissance and Security and one OPORD (based on the type of forwarding BCT). The students will be assessed on each of the first three OPORDs and graded on the fourth OPORD, a BCT specific order (course critical event). Students must receive a grade of "3" or better on each OPORD IAW the "Five Categories of Performance Assessment".

(8) Fundamentals of the Offense Quiz. Students will take an academic assessment on the above topic worth 50 points. Students must score a minimum of 70% on this quiz. Students scoring lower than 70% will be given a second opportunity to take the quiz. The maximum score a student can achieve on a retake is 70%.

(9) Fundamentals of the Defense Quiz. Students will take an academic assessment on the above topic worth 50 points. Students must score a minimum of 70% on this quiz. Students scoring lower than 70% will be given a second opportunity to take the quiz. The maximum score a student can achieve on a retake is 70%.

(10) Fundamentals of Reconnaissance and Security Quiz. Students will take an academic assessment on the above topic worth 50 points. Students must score a minimum of 70% on this quiz. Students scoring lower than 70% will be given a second opportunity to take the quiz. The maximum score a student can achieve on a retake is 70%.

(11) Doctrine Examination. Students will take an academic assessment on the above topic worth 100 points. Students must score a 70% on this exam. Students that fail to score a minimum of 70% will be given a retest. The maximum score a student can achieve on the retest is 70%.

(12) GTAO. Students will take an academic assessment on producing a GTAO worth 30 points.

(13) Peer Evaluations. Students will formally assess their peers based on performance, participation, and motivation. The peer evaluations will be among the evaluation and selection criteria for awards listed in paragraph 11. Students will receive a score out of ten points based on their peer evaluations at the end of Phase I. Peer evaluations will be conducted transparently and professionally with the intent of enabling students to assist in the professional development of their fellow Officers. Repeated negative peer evaluations may result in counseling with the Troop or Squadron Commander.

b. Phase II: (Mounted Leadership). During Phase II, lieutenants must: conduct a 12 mile foot march; operate within the capabilities and limitations of the combat platform; integrate, and control organic direct fire control systems; manage platoon property IAW the Command Supply Discipline Program (CSDP); conduct maintenance IAW the Command Maintenance Discipline Program (CMDP); plan, prepare, and execute platoon-level sustainment OPS (fuel, fix, arm, resupply), and demonstrate the ability to execute mission orders, control Platoon sized elements, and achieve mission success in the Close Combat Tactical Simulator (CCTT). The student's ability will be continuously evaluated by the cadre IAW the subjective evaluation standards listed in paragraph 5c. In addition, the following evaluations will be conducted during Phase II:

(1) Advanced Gunnery Training System (AGTS) / Conduct of Fire Trainer – Situational Awareness (COFT-SA) (Familiarization). The student receives a performance assessment on their ability to apply the fundamentals of M1A1/A2 and M3A2/A3 Gunnery utilizing the Advanced Gunnery Training System and Conduct of Fire Trainer – Situational Awareness simulators. Each student must proficiently demonstrate their ability to safety, accurately, and proficiently engage and destroy enemy targets in the simulator prior to conducting Tank and Bradley Live Fire in Phase II.

(2) Gunnery Skills Test (PASS/FAIL) (course critical event). The Student conducts hands on performance exam covering two common tasks, six M1A1/A2 SEP, and five M3A2/A3 tasks IAW standards published in TC 3-20.3-1. Successful completion of all tasks is a prerequisite to participating in the Tank and Bradley Live Fire Exercises.

(3) Tank Live Fire Exercise (350/500). As a Gunner/Vehicle Commander, students conduct five engagements during daylight, limited visibility, and degraded conditions from a mounted platform (tank). Each student must score 350 points to proficiently demonstrate their ability to safely, accurately, and proficiently command a crew to engage and destroy enemy targets prior to progressing to Phase III.

(4) Bradley Live Fire Exercise (350/500). As a Gunner/Vehicle Commander, students conduct five engagements during daylight, limited visibility, and degraded conditions from a mounted platform (Bradley). Each student must score 350 points to proficiently demonstrate their ability to safely, accurately, and proficiently command a crew to engage and destroy enemy targets prior to progressing to Phase III.

(5) Writing Requirement #2 (PASS/FAIL). Each student will submit an initial counseling for their future Platoon Sergeant on a DA Form 4856. This assignment must be turned in on time and written in correct Army formatting IAW ATP 6-22.1 in order to receive a passing grade.

(6) Peer Evaluations. Students will formally assess their peers based on performance, participation, and motivation. The peer evaluations will be among the evaluation and selection criteria for awards listed in paragraph 11. Students will receive a score out of ten points based on their peer evaluations at the end of Phase II. Peer evaluations will be conducted transparently and professionally with the intent of enabling students to assist in the professional development of their fellow Officers. Repeated negative peer evaluations may result in counseling with the Troop or Squadron Commander.

c. Phase III: (Platoon Phase). During Phase III, students must: conduct Troop Leading Procedures, maneuver mounted/dismounted as a platoon, employ and control platoon direct fire and indirect fire assets, and command and control at the platoon level. The student's ability will be continuously evaluated by the cadre IAW the subjective evaluation standards listed in Section 5c and numerous objective standards. In addition, the following evaluations will be conducted during Phase III:

(1) Writing Requirement #3 (PASS/FAIL). Each student will submit an introduction letter to their future Squadron/Battalion Commander. This assignment must be submitted on time and written in correct Army formatting IAW AR 25-50 in order to receive a passing grade.

(2) Lead a Platoon in Simulated Combat Operations (3/5) (course critical event). Students must demonstrate the ability to execute mission orders, control Platoon sized elements, and achieve mission success in simulated combat environments to include the Situational Training Exercise (STX) or the Competitive Maneuver Exercise (CME). Students will be evaluated as a Platoon Leader for at least one mission during Phase III, but may be evaluated for as many as three. If a student fails either the OPORD or Mission Execution evaluation and passes a subsequent attempt, the minimum passing score (3/5) will be recorded. Students with a score below a 3.5 may be subject to recycle.



(3) Record Army Physical Fitness Test (APFT) (180/300) (course critical event). The record APFT will be administered IAW FM 7-22. The score on the APFT will reflect in the students' order of merit list for favorable actions and will contribute to the selection of the "Iron Soldier Award" winner. Failure to pass the final Record APFT will result in a "Marginally Met Course Standards" annotation on the student's DA 1059 (Service School Academic Evaluation Report).

(4) Peer Evaluations. Students will formally assess their peers based on performance, participation, and motivation. The peer evaluations will be among the evaluation and selection criteria for awards listed in paragraph 11. Students will receive a score out of ten points based on their peer evaluations at the end of Phase III. Peer evaluations will be conducted transparently and professionally with the intent of enabling students to assist in the professional development of their fellow Officers. Repeated negative peer evaluations may result in counseling with the Troop or Squadron Commander.

7. High Physical Demands Test/Retest (HPDT) (course critical event). The HPDT measures an individual's ability to conduct common and armor specific physical requirements. There are seven HPDT tasks that will be assessed throughout the course. Each student will be afforded two opportunities to retest each failed task. A total of 80 points will be awarded for the successful completion of all events on the initial attempt. Any failed events will require a retest of those failed events and the maximum score achievable will be 64. If a third attempt is required a maximum score achievable will be 56. Students that fail to achieve the HPDT requirement will be subject to recycle or dropped from the course. HPDT Task are:

- a. Drag a Casualty to Safety (Dismounted)
- b. Conduct a 12 Mile Foot March
- c. Employ Hand Grenades
- d. Remove a Casualty from an Armored Vehicle (Mounted)
- e. Lift and Move the 25mm Feeder
- f. Stow Ammunition on an Abrams Tank
- g. Load the 120mm Main Gun

8. Self-Study and Professional Development Requirements (PASS/FAIL). During Phase I, students will be tasked with completing administrative requirements essential to future success as an Army Officer. The student must demonstrate understanding and use of the following Army Web Based Knowledge Centers: Army Knowledge Online (AKO) <https://www.us.army.mil/suite/designer> Army Training Requirements and Resource System (ATRRS) <https://www.atrrs.army.mil/> and the Army Learning Management System <https://www.lms.army.mil/Saba/Web/Main>. The student must research, complete training and provide certificate of training to receive credit for the following courses/training at the completion of Phase I. Cadre will assist in registering for all on-line training. The required trainings are:

- a. Additional Duty Safety Officer Course.
- b. Composite Risk Management Operational Course.
- c. Army Traffic Safety Program Course.
- d. Information Awareness Training.
- e. Army Specific Phishing Training.

9. Administrative Requirements:

a. Attendance: Students attend all instruction unless released by the Troop Commander to include medical and emergency issues. Any absence from class requires Troop Commander Approval and/or Squadron Commander Approval depending on the length of the absence. Excessive absences may result in recycle.

b. Height and Weight. All students reporting to their ABOLC classes must meet height and weight standards IAW AR 600-9. Any student who does not meet this requirement during in processing will not be allowed to start training during Phase I. Active Duty Students will be placed in a hold status and recycled to a following class. National Guard/Reserve students will either be placed in a hold status and recycled to a following class, or dropped from the course if their state is unable to extend their orders.

c. APFT. Students must pass a record APFT IAW FM 7-22 during in processing prior to beginning phase I of training. Any student who does not meet this requirement during in processing will not be allowed to start training during Phase I. Active Duty Students will be placed in a hold status and recycled to a following class. National Guard/Reserve students will either be placed in a hold status and recycled to a following class, or dropped from the course if their state is unable to extend their orders.

#### 10. Profiles and Medical Limitations:

a. Profiles. In the case of students whose profile prevents them from taking the APFT or approved alternate APFT, the APFT requirement may be waived if the student in question has passed a record APFT within one year prior to the date of graduation from their final BOLC-A. If the student on profile does not have a record APFT within 1 year of graduation, they will be assigned to a medical hold status and recycled until they are able to pass the APFT.

b. Medical limitations. Commanders will determine participation in ABOLC following a medical evaluation and accompanying recommendations. The first colonel or designated lieutenant colonel in the chain of command will make the decision to recycle the student immediately or hold them at the ABOLC location pending medical treatment and recovery. In the case of RC students, consultation with USAR/ARNG liaison is required. Students who are not medically capable of completing ABOLC will be referred for the Medical Evaluation Board and or military occupational specialty/Medical Retention Board process. If the student has a temporary profile or medical issues, to include pregnancy, the student will be put in a hold status until cleared to continue ABOLC training.

c. Pregnancy. Due to the physical requirements and the occupational hazards associated with ABOLC, Soldiers that are pregnant or become pregnant will be removed from the course and placed on a temporary T-3 pregnancy profile for the duration of the pregnancy IAW AR 40-501 para 7-9 line (c). Active Duty Soldiers that are pregnant, or become pregnant, will be placed in a hold status until cleared by their privileged provider to continue ABOLC. National Guard/Reserve Soldiers will either be placed in a hold status or dropped from the course if their state is unable to extend their orders.

11. Opportunities to Excel: The following are additional awards presented during graduation and physical qualifiers that demonstrate a student's commitment to excellence. To qualify for the Distinguished Honor Graduate, Honor Graduate, Commandant's List, or the Draper Leadership award, students must not have any first-time "NO-GOs" during evaluated training events and must not have more than two negative consults during the course.

a. Distinguished Honor Graduates. The Distinguished Honor Graduate is the student with the highest academic point total in their class based on the Individual Student Assessment Plan.

b. Honor Graduate. The Honor Graduate is the student with the second highest academic point total in their class based on the Individual Student Assessment Plan.

c. Commandant's List. The Commandant's List recognizes exceptional performance during ABOLC and is limited to the top 20 percent of all students within a class. The ABOLC cadre selects students for the Commandant's List based upon score on the Individual Student Assessment Plan. A student is ineligible for the Commandant's List for unprofessional or undisciplined behavior, first time failure of a course-critical event, and/or a previous course attempt.

d. Iron Soldier. The three students with the highest record APFT score, in their age group, during Phase III will complete in the Iron Soldier competition on training day 93 during out processing. If multiple 300 scores are recorded all students who score a 300 will compete for the award.

e. Draper Leadership Award. This award is sponsored by the Armor Association and is presented to the student who demonstrated the best leadership throughout the course, based on peer evaluations, instructors' feedback, and a Squadron board.

f. Class Leadership Positions. Successful execution of Class Leadership Positions (such as class leader, class 1SG, S1, S6, IMSO Sponsors, and PT Officer) may result in a "Superior" block check on students' DA Form 1059 at the end of ABOLC. The following Leadership Positions may result in a "Superior" block on Leadership Skills, Contribution to Group Work, and Oral Communication; class leader, class 1SG, and IMSO Sponsor. The following Leadership Positions may result in a "Superior" block on Written Communication, and Contribution to Group Work class S1, class S6 and PT Officer.

g. The Ranger Physical Assessment. Passing of the Ranger Physical Assessment will determine eligibility of students to attend Ranger School.

12. Counseling. Senior Platoon Trainers (Black 6s) will conduct written counseling with each of their assigned students at mid-point and the end of every phase. The counseling form will specifically cite each student's scores of graded events, individual strengths and weaknesses, and results of peer assessments. Additionally, the counseling form must list a plan of action and to enable the student to sustain or improve their performance.

13. Student Order of Merit List – Students will be ranked after each phase of the course based on a number of events. Overall OML will be calculated as follows:

- a. Five Mile Run: 30 Points
- b. M4 Qualification: 50 Points
- c. Obstacle Course: 20 Points
- d. Writing Assignment #1: 10 Points
- e. Fundamentals of the Offense Quiz: 50 Points
- f. Fundamentals of the Defense Quiz: 50 Points
- g. Fundamentals of Reconnaissance and Security Quiz: 50 Points
- h. Doctrine Exam: 100 Points
- i. GTAQ: 30 Points
- j. Phase I BCT Specific OPORD: 100 Points
- k. Peer Evaluation #1: 10 Points
- l. Gunnery Skills Test: 80 Points
- m. Tank Live Fire: 50 Points
- n. Bradley Live Fire: 50 Points
- o. Writing Assignment #2: 10 Points
- p. Peer Evaluation #2: 10 Points
- q. Writing Assignment #3: 10 Points
- r. Record APFT: 80 Points
- s. Phase III OPORD: 100 Points
- t. Phase III Platoon Leader Mission Execution Evaluation: 100 points

ATZK-SBB

SUBJECT: Armor Basic Officer Leader Course (ABOLC) Individual Student Assessment Plan (ISAP)

u. Peer Evaluation #3: 10 Points

v. PDT: 80 Points

Course Total: 1080 Points

14. Point of Contact. The POC for this memorandum is the 2-16 CAV Squadron S3 at 706-626-8333.

A handwritten signature in black ink, appearing to read "Dennis R. Atkins III", written in a cursive style.

DENNIS R. ATKINS III  
LTC, AR  
Commanding